



DEPARTMENT OF THE ARMY

SAVANNAH DISTRICT, CORPS OF ENGINEERS
P.O. BOX 889
SAVANNAH, GEORGIA 31402-0889

REPLY TO
ATTENTION OF:

CESAS-EE

29 JUL '04

MEMORANDUM FOR DISTRIBUTION F

SUBJECT: Commander's Consideration of Others (CO2) Program Policy

1. People are our most important resource. I expect each of you to foster a positive work environment. To meet these goals we must develop a culture in which people are treated with dignity and respect. The CO2 Program Policy is the vehicle we use in the US Army Corps of Engineers, Savannah District, to assist us in fostering a harmonious work environment.
2. The CO2 program focuses on those actions that indicate a sensitivity to and a regard for the dignity and needs of others. It is supportive and fair to others. It is not limited to any particular circumstance or point of view, but covers a broad aspect of civility. I expect you to participate in this program.
3. On a quarterly basis, the CO2 program for all personnel will include 2 hours of small group discussion with 15-20 attendees. At least one of the quarterly training sessions should focus on diversity. A trained facilitator will guide the sessions. The Equal Employment Opportunity Office (EEO) will be the primary information source for the resources needed to conduct an effective CO2 program.
4. I expect all team members to support this program.

A handwritten signature in black ink, reading "Mark S. Held".

MARK S. HELD
COL, EN
Commanding